**Consultant in Clinical Genetics**  
Children’s Health Ireland (CHI)

**Job Specification and Terms & Conditions**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Consultant in Clinical Genetics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campaign Reference</td>
<td>OCMGGMG06</td>
</tr>
<tr>
<td>Closing Date</td>
<td>Friday, 19th July, 2019</td>
</tr>
<tr>
<td>Hours</td>
<td>39 hours per week Children’s Health Ireland (CHI)</td>
</tr>
<tr>
<td>Location of Post</td>
<td>This consultant post will join the department of Clinical Genetics to support the delivery of care at the current children’s hospitals; CHI at Crumlin, CHI at Temple Street, CHI at Tallaght and at the Paediatric Outpatients and Urgent Care Centre at Connolly upon opening.</td>
</tr>
<tr>
<td>Context/Background</td>
<td>The Government has approved the development of a new children’s hospital to be co-located on a campus shared with St. James’s Hospital with paediatric outpatient urgent care centres at Connolly and Tallaght Hospitals. Children’s Health Ireland was legally established on 1st January 2019 to integrate the three children’s hospitals in Dublin: Our Lady’s Children’s Hospital, Crumlin, Temple Street Children’s University Hospital, and Tallaght University Hospital (TUH). The legislation to legally establish Children’s Health Ireland as the entity for paediatric services in the greater Dublin area also gives authority to the new entity to act as the centre of a paediatric clinical network in Ireland. It therefore has a remit to develop and operationalise this networked approach. The Minister for Health appointed a new Board in September 2017, initially on an administrative basis to support the Group Chief Executive and management team in the planning and implementation of the Children’s Hospital Programme and to prepare for the transition of services from the existing three children’s hospitals under the governance of the legally established Board on 1 January 2019. <strong>The Children’s Hospital Programme</strong> is the programme of work for which the Children’s Health Ireland Board is responsible. It has three main pillars: to integrate the three children’s hospitals, develop the ICT solution for the new facilities, and to act as client for the new children’s hospital and two paediatric outpatient and urgent care facilities. This includes all the programme activities required to ensure the successful delivery of the Programme.</td>
</tr>
</tbody>
</table>
A National Model of Care for Paediatric Healthcare Services in Ireland (2016) was approved by the HSE and sets out a vision for high quality, accessible healthcare services for children in Ireland, from birth to adulthood. It spans a range of care settings from community services to tertiary and quaternary care. This Model of Care endorses the development of the new children’s hospital as central to a clinical network for paediatrics across Ireland, with strengthened roles for local and regional paediatric units. It describes a ‘hub and spoke’ model for paediatrics in Ireland whereby the new children’s hospital will be the hub, reaching out to regional and local units (the spokes).

The new children’s hospital will be at the centre of a new model of care with two new Paediatric Outpatients and Urgent Care Centres (OPD & UCCs) central to the delivery of this new model of care. The OPD & UCCs will be based at Connolly Hospital on the North side of Dublin (due to open Summer 2019) and one at Tallaght Hospital on the South side of Dublin (due to open 2020). The addition of the new OPD & UCC, together with the opening of the new hospital in time, will transform how healthcare is delivered to children in Ireland.

### Reporting Arrangements

Consultant Contract 2008 states that the Consultant’s reporting relationship and accountability for the discharge of his/her contract is:

The Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her Clinical Director

### Key Working Relationships

- Clinical Directors across the three Children’s hospitals
- Clinical colleagues within the Clinical Genetics Department
- Clinical Lead for Clinical Genetics and Clinical Leads for the other Paediatric and Neonatology Clinical Programmes, the Emergency Medicine programme and the Integrated Care Programme for Children
- Inter-Disciplinary Teams within the hospitals and at the Paediatric Outpatients and Urgent Care Centre at Connolly

### Scope of the Role

There are currently 4 consultants in the Department of Clinical Genetics. It is envisaged that this will expand to 7 appointments, provided suitably qualified and experienced candidates can be identified, over the next year. The main workload implications are for allied laboratory services in Cytogenetics and Molecular Genetics. Due to recognised trends in moving to genomic testing (Smith report 2017), the importance of having suitably trained Clinical Geneticists to interrogate and interpret these complex reports, is increasing.

The appointee will expand the range of sub specialty skills already represented by the current Consultant Team, which is heavily skewed to Cancer Genetics. A greater emphasis on Neonatal Genetics, provision of general Clinical Genetics services in a Paediatric setting, development of subspecialty interests in areas such as dermatology and ophthalmology will be encouraged as will the expanding role of the clinical genetics service in antenatal care.
There is a long waiting list for outpatient Clinical Genetic appointments with some patients waiting for 3 years. This post is part of an initiative to re-energise the department of Clinical Genetics which is currently undergoing a major transformation programme, with major initiatives in change of management, clinical leadership and laboratory organisation. In order to support and consolidate these new patient centric approaches, this post forms a significant plank of the redefined strategy, for the timely and appropriate delivery of carefully considered clinical services to individual patients and families.

**Purpose of the Role**

The appointee will expand the range of sub specialty skills already represented by the current Consultant Team, which is heavily skewed to Cancer Genetics. A greater emphasis on Paediatric Genetics, neonatal delivery of diagnostic and associated services will be a priority, as will integrating with existing services for paediatric metabolic disease in the hospital. Closer integration with the existing paediatric metabolic service, provided by colleagues based in Temple Street with minimal hourly commitments to Crumlin, is envisaged as a fundamental plank of this post.

There is a long waiting list for outpatient Clinical Genetic appointments with some patients waiting for 3 years. This post is part of an initiative to re-energise the department of Clinical Genetics which is currently undergoing a major transformation programme, with major initiatives in change of management, clinical leadership and laboratory organisation. In order to support and consolidate these new patient centric approaches, this post forms a significant plank of the redefined strategy, for the timely and appropriate delivery of carefully considered clinical services to individual patients and families.

**Principal Duties and Responsibilities**

The successful applicant, as an appropriately trained specialist in Clinical Genetics will assume a full clinical role in the stabilisation, investigation and clinical management of patients presenting with the full spectrum of Genetic requirements. From 2019 this will include a clinical role in the delivery of patient care at the Urgent Care Centre at Connolly Hospital. The responsibilities at each site will include:

- The responsibilities at each site will include delivery of patient care, supervision of junior colleagues in training, sharing administrative duties and contributing to the educational programme within the department of Clinical Genetics.
- Clinical management of the Clinical Genetics Department, in conjunction with other Clinical Genetics Consultant colleagues. The precise division of responsibilities between the Consultants in Clinical Genetics will be agreed between the Consultant, the Clinical Director and the CEO or their appropriate delegate. These responsibilities will be reviewed on an annual basis
- Participation in the consultant on-call rota in the Clinical Genetics of one of the existing children’s hospitals and subsequently in the Clinical Genetics rota of the new hospital at St James’ campus.
• To undertake essential supporting duties for clinical care including, *inter alia*, risk management, critical incident investigation and oversight of rosters
• Undertake Child Protection duties associated with the role of Consultant in Clinical Genetics and services provided at the hospital. The Consultant in Clinical Genetics will play a lead role in ensuring systems are in place for the care of other at-risk or vulnerable Clinical Genetic patient groups
• To participate in the Clinical Directorate structure. The Consultant shall receive training and support to enable him/her to participate fully in such structures
• Contribute to clinical governance and clinical operations improvement activities in the Department of Clinical Genetics.
• Participate in the collection, analysis and the reporting of data necessary for quality assurance activities in the Department of Clinical Genetics.
• Organise and participate in teaching, including undergraduate and postgraduate teaching paediatric emergency medicine, other medical, nursing, Advanced Nurse Practitioners, and paramedical staff
• Participate in conference commitments of the department and of the hospital for paediatric emergency medicine
• To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant’s care
• Be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues
• Ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation
• Contribute to the provision of structured training and situational learning opportunities for NCHDs on recognised training programmes and support the clinical and professional development of medical staff in the Department of Clinical Genetics.
• Active participation in Clinical Genetics and hospital educational activities and the development of training and education in emergency care for Children’s Health Ireland
• Involvement in research activities in the department, as appropriate to a Consultant in Clinical Genetics post in the hospital
• Engage in clinical audit activity and provide leadership in multidisciplinary clinical audit in the Department of Clinical Genetics.
• Actively engage in Continuing Professional Development and comply with Professional Competence Assurance requirements
• A willingness to develop special interest aspects of Clinical Genetics as appropriate to one’s competencies, the Department of Clinical Genetics and Children’s Health Ireland
• Ongoing participation in Major Incident Planning for the Clinical Genetics and the new children’s hospital and the Health Service Executive
• Participate in Major Incident and structured Pre-hospital responses outside the hospital as appropriate to one’s professional competency and skills in this area, if requested to do so on behalf of the hospital and within the governance of the HSE.
• Attendance at management and service development meetings at departmental, hospital, regional or national meeting of strategic importance to the department or hospital. This may include participation in other professional and administrative groups as appropriate to the role of Consultant in Clinical Genetics.

• To ensure in consultation with the Clinical Director that appropriate medical cover is available at all times.

• Provide such service commitments and specific duties as detailed in the Health Service Executive letter of approval for this post.

• Follow the agreed guidance for patient/service user engagement to ensure the voice of the child, young person and family is considered in the development and implementation of the clinical network.

• Attend and participate in meetings relevant to the post, e.g. Medical Board and appropriate division.

• Liaise with the Chief Executive/s, Group Chief Executive, Group Clinical Director, Clinical Director/s, Director of Nursing, Director of Operational Services, Management Team/s, relevant senior Medical and Nursing staff and other staff in all matters pertaining to the general efficiency of Crumlin, Temple Street, Tallaght, Connolly and pending the transfer to the new children’s hospital.

• Perform such other duties appropriate to his/her office as may be assigned to him/her from time to time by the Clinical Director/Chief Executive or their designated officer, of their base hospital, pending the transfer to the new children’s hospital.

The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post, which may be assigned to them from time to time and to contribute to the development of the post while in office.

---

**Our Values**

Our values reflect what we all believe will make the most positive difference to the care we offer and to the way we work with one another.

By ‘living our values’ we will develop our organisation, our people, and continue to improve the quality of the patient experience in everything we do. The post holder will be expected to embody these values and enable them across the organisation.

The children and families in our care are at the centre of everything we do. We are...

- Accountable for our patients’ safety
- Great team members
- Passionate about our purpose
We care about our patients, their families and our colleagues. We are...

- Always kind
- Aware of our impact
- Leaders in care

We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are...

- Focused on developing our self and others
- Always seeking to improve
- Always looking for innovative solutions

<table>
<thead>
<tr>
<th>Health &amp; Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department’s safety statement, which must be read and understood.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Quality, Risk &amp; Safety Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is the responsibility of all staff to:</td>
</tr>
<tr>
<td>- Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety.</td>
</tr>
<tr>
<td>- Participate and cooperate with the Children’s Health Ireland; Quality, Risk and Safety initiatives as required.</td>
</tr>
<tr>
<td>- Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to:</td>
</tr>
<tr>
<td>- National Standards for Safer Better Healthcare</td>
</tr>
<tr>
<td>- National Standards for the Prevention and Control of Healthcare Associated Infections</td>
</tr>
<tr>
<td>- HSE Standards and Recommended Practices for Healthcare Records Management</td>
</tr>
<tr>
<td>- HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD)</td>
</tr>
</tbody>
</table>
- Safety audits and other audits specified by the HSE or other regulatory authorities
- To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation’s continuous quality improvement programme.

*It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.*

<table>
<thead>
<tr>
<th>Specific Responsibility for Best Practice in Hygiene</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hygiene in healthcare is defined as “the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one’s health, preventing the spread of disease and recognizing, evaluating and controlling health hazards.”</td>
</tr>
</tbody>
</table>

- It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices.
- Department heads/ managers have overall responsibility for best practice in hygiene in their area.

It is mandatory to attend hand hygiene and sharps awareness workshops yearly.

<table>
<thead>
<tr>
<th>Short listing &amp; next steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential &amp; desirable knowledge, skills and competencies section of this job specification.</td>
</tr>
</tbody>
</table>

*Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.*

To apply for this position, please send a CV and letter of application via email to miriam.redmond@olchc.ie

The closing date for receipt of applications is Friday 19th July, 2019.

Informal Enquiries can be obtained from Dr. William Reardon, Clinical Lead in Genetics, Children’s Health Ireland at Crumlin, Dublin 12 – Willie.Reardon@olchc.ie

The reform programme outlined for the Health Services may impact on the executive remit of this post and as structures change the job description may be reviewed.

This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.